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EDUCATION

Ph.D., Economics, University of Chicago, 1984
M.A., Economics, University of Chicago, 1981
B.A., Economics, *Summa Cum Laude*, University of California, Los Angeles, 1979

PROFESSIONAL EXPERIENCE

Current Positions

1996- Senior Economist, RAND Corporation
2018- Chairperson, RAND Data Committee

Past Positions-Research

1993-1996 Economist, RAND
1986-1993 Associate Economist, RAND
1984-1986 Staff Economist, Center for Naval Analyses, Alexandria, VA

Past Positions-Managerial

2009-2012 Associate Director, Forces and Policy Resources Center, RAND
1994-1996 Associate Corporate Research Manager, Human and Material Resource Policy, RAND

Past Positions-Teaching

2010- 2013 Lecturer, School of Public Affairs, UCLA
2000- 2006 Professor of Economics, Pardee RAND Graduate School
1988-1992 Visiting Professor, Department of Economics, UCLA

PUBLICATIONS

Peer-Reviewed Reports

Asch, Beth, Stephanie Rennane, Thomas Trail, Lisa Berdie, Jason Ward, Dina Troyanker, Catria Gadwa-Meaden, Jonas Kempf, *Food Insecurity Among Members of the Armed Forces and Their Dependents*, RAND, RR-A1230-1, 2023.

Calkins, Avery, Michael Mattock, Beth Asch, Ryan Schwankhart, and Tara Terry, *Army Aviation Special and Incentive Pay Policies to Promote Performance, Manage Talent, and Retention*, RAND, RR-A2234-1, forthcoming 2023.

Knapp, David, Beth Asch, Phillip Armour, Zhan Okuda-Lim, *Causes and Consequences of the Crises in State and Local Pension Funding: Research to Inform the Development of a Road Map for Reform*, RAND, RR-A2308-1, forthcoming, 2023.

Asch, Beth, David Knapp, *Steps for Effectively Addressing State and Local Pension Crises: A Proto-type Road Map for Stakeholders*, RAND, RB-A2307-1, forthcoming 2023.

Asch, Beth, Patricia Tong, Lisa Berdie, Michael Mattock, *Evaluation of Flexible Spending Accounts for Active Duty Service Members*, RAND, RR-A1553-1, 2022.

Calkins, Avery, and Beth Asch, *What Happened to Military Recruiting and Retention of Enlisted Personnel in 2020 During the COVID-19 Pandemic?* RAND, RR-A1092-1, 2022.

Rennane, Stephanie, Beth Asch, Michael Mattock, Heather Krull, Douglas Ligor, Michael Dworsky, and Jonas Kempf, *Disability Compensation Under a Fitness for Duty Evaluation Approach*, RAND, RR-A1154-1, 2022.

Mattock, Michael, Beth Asch, Avery Calkins, Daniel Schwam, *Civilian Cyber Workers in DoD: Demographics, Retention, and Responsiveness to Training Opportunities*, RAND, RR-A730-3, 2022.

Rennane, Stephanie, Beth Asch, Michael Mattock, and Hannah Acheson-Field, *Recouping Separation Pay from U.S. Service Members and Veterans Who Later Receive Veterans Disability Compensation*, RAND, RR-A851-1, 2022.

Asch, Beth, David Knapp, Connor Jackson, *The Post-Service Earnings of Military Retirees*, RAND, RR-A1904-1, 2022.

Marrone, James, Michael Mattock, Beth Asch, and Hannah Acheson-Field, *Payment of the Full-Rate of Special and Incentive Pays to Members of the Reserve Components*, RAND, RR-A669-1, 2021.

Asch, Beth, Michael Mattock, Patricia Tong, Jason Ward, *Increasing Efficiency and Incentives for Performance in the Army's Selective Reenlistment Bonus (SRB) Program*, RAND, RR-A803-1, 2021.

Asch, Beth, Michael Hansen, Rosanna Smart, David Knapp, Daniel Schwam, *The U.S. Army's Enlistment Waiver Policies: A Consideration of Emerging Societal Trends in Behavioral Health and the Legalization of Marijuana*, RAND, RR-4431-A, 2021.

Asch, Beth, Michael Mattock, Patricia Tong, *Analysis of a Time-in-Grade Pay Table for Military Personnel and Policy Alternatives*, RAND, RR-A369-1, 2020.

Asch, Beth, Michael Mattock, Troy Smith, Jason Ward, *Setting the Level and Annual Adjustment of Military Pay*, RAND, RR-A368-1, 2020.

Smith, Troy, Beth Asch, and Michael Mattock, *An Updated Look at Military and Civilian Pay Levels and Recruit Quality*, RAND, RR-3254-OSD, 2020.

Tong, Patricia, Michael Mattock, and Beth Asch, *Modeling Career Enlisted Aviator Retention*, RAND, RR-3134-AF, 2020.

Asch, Beth, *Military Compensation to Support Retention, Performance, and Talent Management*, RAND, Congressional Testimony, CT-505, 2019.

Asch, Beth, *Setting Military Compensation to Support Recruitment, Retention, and Performance*, RAND, RR-3197-A, 2019.

Asch, Beth, *Navigating Current and Emerging Army Recruiting Challenges: What Can Research Tell Us?* RAND, RR-3107-A, 2019.

Asch, Beth, James Marrone, Michael Mattock, *An Examination of the Methodology for Awarding Imminent Danger Pay and Hostile Fire Pay*, RAND, RR-3231-OSD, 2019.

Michael Mattock and Beth Asch, *An Initial Look at the U.S. Air Force Aviation Professional Pay Proposal*, RAND, PE-309-AF, 2019.

Hosek, James, Michael Mattock, Beth Asch, *A Wage Differential Approach to Managing Special and Incentive Pay*, RAND, RR-2101-OSD, 2019.

Asch, Beth Michael Mattock, James Hosek, *Effects of the Blended Retirement System on United States Army Reserve Participation and Cost*, RAND, RR-2591-A, 2019.

Michael Mattock, Beth Asch, James Hosek, Michael Boito, *The Relative Cost-Effectiveness of Retaining versus Accessing Air Force Pilots*, RAND, RR-2415-AF, 2019.

Hosek, James, Beth Asch, Michael Mattock, Troy Smith, *Military and Civilian Pay Levels, Trends and Recruit Quality*, RAND, RR-2396-OSD, 2018.

Asch, Beth, Michael Mattock, James Hosek, Patricia Tong, *Capping Retired Pay for Senior Field Grade Officers: Force Management, Retention, and cost Effects*, RAND, RR-2251-OSD, 2018.

Knapp, David, Beth Asch, Christine DeMartini, Teague Ruder, and Janet Hanley, *Using the Person-Event Data Environment for Military Personnel Research in the Department of Defense*, RAND, RR-2302-RC, 2018.

Hosek, James, Beth Asch, Michael Mattock, Italo Gutierrez, Patricia Tong, Felix Knutson, *An Assessment of the Military Survivor Benefit Plan*, RAND, RR-2236-OSD, 2018.

Robbert, Albert, Michael Mattock, Beth Asch, John Crown, James Hosek, Tara Terry, *Supplemental Career Paths for Air Force Pilots: A Warrant Officer Component or an Aviation Technical Track?* RAND, RR-2617-AF, 2018.

Asch, Beth, Michael Mattock, James Hosek, *The Blended Retirement System: Retention Effects and Continuation Pay Cost Estimates for the Armed Services*, RAND, RR-1976-A, 2017.

Asch, Beth, Jennie Wenger, Troy Smith, *The Military Accessions Vital to the National Interest (MAVNI) Program: Army Performance, Cost, Security Risk and Potential Pool for Recruiting*, RAND, RR-1887-OSD/USCG, 2017

Hosek, James, Shanthi Nataraj, Michael Mattock, Beth Asch, *The Role of Special and Incentive Pays in Retaining Military Mental Health Care Providers*, RAND, RR-1425-OSD, 2017

Asch, Beth, Michael Mattock, James Hosek, Shanthi Nataraj, *Dynamic Retention Models for Army and Navy Officers in the Special Operations Forces: A Capability for Predicting the Retention of SOF Officer Special and Incentive Pay*, RAND, RR-1796-OSD, 2017 (forthcoming)

Hosek, James, Beth Asch, Michael Mattock, *Toward Efficient Military Retirement Accrual Charges*, RAND, RR-1373-A, 2017

Mattock, Michael, James Hosek, Beth Asch, Rita Karam, *Retaining U.S. Air Force Pilots When the Civilian Demand for Pilots is Growing*, RAND, RR-1455-AF, 2016

Asch, Beth, James Hosek, Jennifer Kavanagh, Michael Mattock, *Retention, Incentives, and DoD Experience Under the 40-Year Military Pay Table*, RAND, RR-1209-OSD, 2016

Asch, Beth, James Hosek, Michael Mattock, David Knapp, Jennifer Kavanagh, *Workforce Downsizing and Restructuring in the Department of Defense: The Voluntary Separation Incentive Payment Program versus Involuntary Separation*, RAND, RR-1540-OSD, 2016

Mattock, Michael, James Hosek, Beth Asch, *Policies for Managing Reductions in Military End Strength*, RAND, RR-545-OSD, 2016

Asch, Beth, Trey Miller, Gabriel Weinberger, *Can We Explain Gender Differences in Officer Career Progression?* RAND, RR-1288-OSD, 2016

Knapp, David, Kristine Brown, James Hosek, Michael Mattock, *Retirement Benefits and Teacher Retention: A Structural Modeling Approach*, RAND, RR-1448-RC, 2016

Knapp, David, Kristine Brown, James Hosek, Michael Mattock, *Not All Changes are Equal: Assessing How Different Pension Policies Can Impact Teacher Retention*, RAND, RB-9898-RC, 2016

Knapp, David, Beth Asch, Michael Mattock, James Hosek, *An Enhanced Capability to Model How Compensation Policy Affects U.S. Department of Defense Civil Service Retention and Cost*, RAND, RR-1503-OSD, 2016

Asch, Beth, Michael Mattock, James Hosek, *Analysis of Retirement Reform in Support of the Military Compensation and Retirement Modernization Commission*, RAND, RR-1022-OSD, 2015.

Asch, Beth, James Hosek, and Michael Mattock, *Toward Meaningful Compensation Reform: Research in Support of DoD's Review of Military Compensation*, Santa Monica, CA: RAND, RR-501-OSD, 2014.

Asch, Beth, James Hosek, and Michael Mattock, *The Federal Civil Service Workforce: Assessing the Effects of Pay Freezes, Unpaid Furloughs, and Other Federal-Employee Compensation Changes in the Department of Defense*, Santa Monica, CA: RAND, RR-514-OSD, 2014.

Asch, Beth, James Hosek, and Michael Mattock, *How Do Federal Civilian Pay Freezes and Retirement Plan Changes Affect Employee Retention in the Department of Defense*, Santa Monica, CA: RAND, RR-678-OSD, 2014.

Mattock, Michael, Beth Asch, James Hosek, *Making the Reserve Retirement System Similar to the Active System: Retention and Cost Estimates*, Santa Monica, CA: RAND, RR-530-OSD, 2014.

Mattock, Michael, Beth Asch, James Hosek, Christopher Waley, and Christina Panis, *Toward Improved Management of Officer Retention: A New Capability for Assessing Policy Options*, Santa Monica, CA: RAND, RR-764-OSD, 2014.

Asch, Beth, James Hosek, and Michael Mattock, *How Do Federal Civilian Pay Freezes and Retirement Plan Changes Affect Employee Retention in the Department of Defense?* Santa Monica, CA: RAND, RR-678-OSD, 2014.

Asch, Beth, James Hosek, and Michael Mattock, *A Policy Analysis of Reserve Retirement Reform*, Santa Monica, CA: RAND, MG-378-OSD, 2013.

Asch, Beth, James Hosek, and Michael Mattock, *A New Tool for Assessing Workforce Management Policies Over Time: Extending the Dynamic Retention Model*, Santa Monica, CA: RAND, RR-113-OSD, 2013.

Asch, Beth, and John Winkler, *Ensuring Language Capability in the Intelligence Community: What is the Best Mix of Military, Civilians, and Contractors*, Santa Monica, CA: RAND, TR-1284-OSD, 2013.

Asch, Beth, Trey Miller, and Alessandro Malchiodi, *A New Look at Gender and Minority Differences in Officer Career Progression in the Military*, Santa Monica, CA: RAND, TR-1159-OSD, 2012.

James Hosek, Beth Asch, and Michael Mattock, *Should the Increase in Military Pay Be Slowed*, Santa Monica, CA: RAND, TR-1185-OSD, 2012.

Mattock, Michael, James Hosek, and Beth Asch, *Reserve Participation and Cost Under a New Approach to Reserve Compensation*, Santa Monica, CA: RAND, MG-1153-OSD, 2012

Asch, Beth, Nicholas Burger, and Mary Fu, *Mitigating Corruption in the Mexican Security Forces; The Role of Institutions, Incentives and Personnel Management*, Santa Monica, CA: RAND, TR-906-OSD, 2011.

Asch, Beth, Paul Heaton, Chapter 6 of *Sexual Orientation and U.S. Military Personnel Policy: An Update of RAND's 1993 Study* National Defense Research Institute, Santa Monica, CA: RAND, MG-1056-OSD, 2010.

Asch, Beth, Paul Heaton, James Hosek, Francisco Martorell, Curtis Simon, John Warner, *Cash Incentives and Military Enlistment, Attrition, and Reenlistment* Santa Monica, CA: RAND, MG-950-OSD, 2010.

Asch, Beth and Paul Heaton, *An Analysis of the Incidence of Recruiter Irregularities* Santa Monica, CA: RAND, TR-827-OSD, 2010.

Asch, Beth, Paul Heaton, Bogdan Savych, *Recruiting Minorities: What Explains Recent Trends in the Army and Navy?* Santa Monica, CA: RAND, MG-861-OSD, 2009.

Asch, Beth, Christopher Buck, Jacob Klerman, Meredith Kleykamp, and David Loughran, *Military Enlistment of Hispanic Youth: Obstacles and Opportunities*, Santa Monica CA: RAND, MG-773-OSD, 2009.

Asch, Beth, James Hosek, Michael Mattock, Christine Panis, *Assessing Compensation Reform: Research in Support of the 10th Quadrennial Review of Military Compensation*, Santa Monica CA: RAND, MG-764-OSD, 2008.

Asch, Beth, Dina Levy and Heather Krull, *Language Usage, Proficiency, Promotion Tempo, and Reenlistment: An Assessment of the Career Tracks of Enlisted Military Intelligence Language Personnel*, MG-859-OSD, Santa Monica CA: RAND, forthcoming.

Asch, Beth, Dina Levy and Heather Krull, *The Retention and Career Paths of Military Intelligence Linguists: Interim Report*, TR-590-OSD, Santa Monica CA: RAND, forthcoming.

Asch, Beth, "The Economic Complexities of Incentive Reforms for Scientists and Engineers in the Federal Government," in *Perspectives on U.S. Competitiveness Science and Technology*, Edited by Titus Galama and James Hosek, CF-235-OSD, Santa Monica CA: RAND, pg. 129-141, 2007.

Asch, Beth, Jim Hosek, David Loughran, *Reserve Retirement Reform: A Viewpoint on Recent Congressional Proposals*, Santa Monica CA: RAND, TR-199-OSD, 2006.

Asch, Beth, Christopher Buck, Jacob Klerman, Meredith Kleykamp, and David Loughran, "What Factors Affect the Military Enlistment of Hispanic Youth? A Look at Enlistment Qualifications," Santa Monica CA: RAND, DB-484-OSD, 2005.

Asch, Beth, John Romley, *The Quality of Personnel in the Enlisted Ranks*, MG-324-OSD, Santa Monica CA: RAND, 2005.

Asch, Beth, "The Economic Complexities of Incentive Reforms," in *High-Performance Government: Structure, Leadership, Incentives*, Robert Kiltgaard and Paul Light (Eds.) Santa Monica, CA: RAND, 2005, pg. 309-342.

Asch, Beth, David Loughran, *Reserve Recruiting and the College Market: Is a New Educational Benefit Needed?* Santa Monica, CA: RAND, TR-127-OSD, 2004.

Asch, Beth, James Hosek, *Looking to the Future: What does Transformation Mean for Military Manpower and Personnel Policy?* OP-108-OSD, Santa Monica, CA: RAND, 2004.

Asch, Beth, Can Du, Matthias Schonlau *Policy Options for Military Recruiting in the College Market: Results from a National Survey*, MG-105-OSD, Santa Monica, CA: RAND, 2004

Asch, Beth, *Ensuring Successful Personnel Management in the Department of Homeland Security*, RAND, IP-235, Santa Monica, CA: RAND December 2002.

Asch, Beth, Steven Haider, Julie Zissimopoulos *The Effects of Workforce Shaping Incentives on Civil Service Retirements: Evidence from the Department of Defense*, DB-404-RC, Santa Monica, CA: RAND, December 2002,

Asch, Beth, James Hosek, Craig Martin, *Recruiting and Retention after the Fiscal Year 2000 Military Pay Legislation*, MR-1532-OSD, Santa Monica, CA: RAND, RAND, 2002

Hosek, James, Beth Asch, Christine Fair, Craig Martin, Michael Mattock, *Married to the Military: The Employment and Earnings of Military Wives Compared to Civilian Wives*, MR-1565, Santa Monica, CA: RAND, 2002

Asch, Beth, James Hosek, Craig Martin, *A Look at Cash Compensation for Active Duty Personnel*, MR-1492-OSD, Santa Monica, CA: RAND, 2002

M. Rebecca Kilburn, Beth Asch, *Recruiting Youth in the College Market: Current Practices and Future Policy Options*, MR-1093-OSD Santa Monica, CA: RAND, 2003

Hosek, James, Beth Asch, *Changing Air Force Compensation: A Consideration of Some Options*, MR-1566-OSD, Santa Monica, CA: RAND, 2002

Asch, Beth, James Hosek, John Warner, *An Analysis of Pay for Enlisted Personnel*, DB-433-OSD, Santa Monica, CA: RAND, 2001

Asch, Beth, John Warner, *The Thrift Savings Plan: Will Reservists Participate?* DB-306-OSD, Santa Monica, CA: RAND, 2000

Asch, Beth *Pay, Promotion, and the Retention of High Quality Personnel in the Federal Civil Service*, MR-1193-OSD, Santa Monica, CA: RAND, 2001

Asch, Beth, C. Christine Fair, and M. Rebecca Kilburn, *An Assessment of Recent Proposals to Improve the Montgomery GI Bill*, Santa Monica, CA: RAND, DB-301-NDRI/FRP, 2000.

Asch, Beth, James Hosek, *Military Compensation: Trends and Policy Options*, Santa Monica, CA: RAND, DB-273-OSD, 1999.

Asch, Beth, James Hosek, "Military Compensation: Testimony Presented to the Senate Armed Services Committee Subcommittee on Personnel," CT-151, Santa Monica, CA: RAND, 1999.

Asch, Beth, M. Rebecca Kilburn, Jacob Klerman, *Attracting College Bound Youth into the Military: Toward the Development of New Recruiting Policy Options*, Santa Monica, CA: RAND, MR-984-OSD, 1999.

Asch, Beth John Warner, *Separation and Retirement Incentives in the Civil Service: A Comparison of FERS and CSRS*, MR-986-OSD, Santa Monica, CA: RAND, 1998.

Asch, Beth, Richard Johnson, John Warner, *Reforming the Military Retirement System*, MR-809-OSD, Santa Monica, CA: RAND, 1998

Asch, Beth, John Warner, *An Examination of the Effects of Voluntary Separation Incentives*, Santa Monica, CA: RAND, MR-859-OSD, 1997

Orvis, Bruce, Beth Asch, *Military Recruiting: Trends, Outlook, and Implications*, Santa Monica, CA: RAND, MR-902-A/OSD, 1997

Oken, Carole, Beth Asch, *Encouraging Recruiter Achievement: A Recent History of Recruiter Incentive Programs*, MR-845-OSD/A, Santa Monica, CA: RAND 1997.

Asch, Beth, Bruce Orvis, *Recent Recruiting Trends and Their Implications: Preliminary Analysis and Recommendations*, Santa Monica, CA: RAND, MR-549-A/OSD, 1994

Asch, Beth John Warner, *A Policy Analysis of Alternative Military Retirement Systems*, Santa Monica, CA: RAND, MR-645-OSD, 1994

Asch, Beth, John Warner, *A Theory of Military Compensation and Personnel Policy*, Santa Monica, CA: RAND, MR-439-OSD, 1994

Asch, Beth, James Dertouzos, *Educational Benefits Versus Bonuses: A Comparison of Recruiting Options*, Santa Monica, CA: RAND, MR-302-OSD, 1994

Asch, Beth, *Emigration and Its Effects on the Sending Country*, MR-244-FF, Santa Monica, CA: RAND, 1994

Asch, Beth, *Military Support for Youth Development: An Exploratory Analysis*, Santa Monica, CA: RAND, MR-497-A/RC, 1994

Asch, Beth, *Designing Military Pay: Contribution and Implications from the Economics Literature*, Santa Monica, CA: RAND, MR-161-FMP, 1993

Asch, Beth, *Reserve Supply in the Post-Desert Storm Recruiting Environment*, Santa Monica, CA: RAND, MR-224-FMP, 1993

Asch, Beth, Lynn Karoly, *The Role of the Job Counselor in the Military Enlistment Process*, Santa Monica, CA: RAND, MR-315-FMP, Beth Asch, Lynn Karoly, 1993

Crane, Keith, and Beth Asch, *The Effects of Employer Sanctions on the Flow of Illegal Aliens to the United States*, Santa Monica, CA: RAND, JRI-03, 1990

Asch, Beth, *Navy Recruiter Productivity and the Freeman Plan*, Santa Monica, Ca: Santa Monica, CA: RAND 1990.

Asch, Beth, *A Technique for Estimating the Effect of Pay on Selected Reserve Supply*, Alexandria, Va: Center for Naval Analyses, CRM 86-43, 1986

Asch, Beth, *Manning the Naval Reserve Force*, Alexandria, Va: Center for Naval Analyses, CRM 85-73.10, 1985

Asch, Beth, *Reserve Manning of Minesweepers in Traditional Ports*, Alexandria, Va: Center for Naval Analyses, CNA-85-1065.10, 1985

Asch, Beth, *Navy Reserve Manning Availability, Briefing to the Director of Navy Total Force and Field Operations*, Alexandria, Va: Center for Naval Analyses, CNA-85-1526, 1985.

Asch, Beth, *VP Manning Feasibility Analysis, Briefing to the Chief of the Naval Reserve Forces*, Alexandria, Va: Center for Naval Analyses, CNA-85-1463, 1985

Asch, Beth, *Reserve Manpower Availability: A Prototype Analysis*, Alexandria, Va: Center for Naval Analyses, CNA-85-279, 1985

Peer-Reviewed Journal Articles and Book Chapters

Knapp, David, James Hosek, Michael Mattock, and Beth Asch, "Predicting Retention Behavior: Ex Ante Prediction and Ex Post Realization of a Voluntary Retirement Incentive Offer," *Economics of Education Review*, <https://journals.sagepub.com/eprint/FXRXXYRMFGBWRSG5JWYF/full>, 2022.

Knapp, David, James Hosek, Michael Mattock, and Beth Asch, "Exploring Voluntary Retirement Incentives for Teachers: Effects on Retention and Cost in Chicago Public Schools," RAND, WR-1249, 2018.

Asch, Beth, James Miller, John Warner "Recruiting and Retention to Sustain a Volunteer Military Force," in *Routledge Handbook of Defence Studies*, David Galbreath and John Deni (Editors), London UK: Routledge, 2017.

Asch, Beth, James Miller, John Warner "Economics and the All-Volunteer Force," in *Better Living Through Economics*, John Sigfried (Editor), Boston MA: Harvard University Press, 2009.

Asch, Beth, Steven Haider, Julie Zissimopoulos, "The Effects of Workforce Shaping Tools on Retirement: The Case of the Department of Defense Civil Service," *Journal of Public Health and Practice*, Nov (Suppl) 2009, pp 864-872.

Manpower and Personnel Needs for a Transformed Naval Force, Committee on Manpower and Personnel Needs for a Transformed Naval Force, Naval Studies Board, National Research Council of the National Academies, Washington DC: The National Academies Press, 2008 (co-authored)

Asch, Beth, James Hosek, John Warner, "New Economics of Defense Manpower in the Post-Cold War Era," in *The Handbook of Defense Economics*. Volume 2. Chapter 32, Edited by Todd Sandler and Keith Hartley. Amsterdam: Elsevier, 2007, pg 1077-1138.

Asch, Beth, Steven J. Haider, and Julie Zissimopoulos, "Financial Incentives and Retirement: Evidence from Federal Civil Service Workers." 2005. *Journal of Public Economics*, Vol. 89 (3): pg. 427-440.

Asch, Beth, James Hosek, "Looking to the Future: What does Transformation Mean for Military Manpower and Personnel Policy?" in *The All-Volunteer Force: Thirty Years of Service*, Curtis Gilroy, John Warner (eds.) Brassey's Inc, 2004, pg. 257-296.

Schonlau, Matthias, Beth Asch, Can Du "Web surveys as part of a mixed mode strategy for populations that cannot be contacted by e-mail." *Social Science Computer Review*. 2003; 21(2).

Asch, Beth, "Should Uncle Sam Want You? The All-Volunteer Army is Working Well" OP-ED Essay, *Boston Globe*, February 9. 2003.

Warner, John, Beth Asch "The Record and Prospects of the All-Volunteer Military in the United States," *Journal of Economic Perspectives*, Vol. 15, No. 2, Spring 2001

"A Theory of Compensation and Personnel Policy in Hierarchical Organizations with Application to the U. S. Military," *Journal of Labor Economics*, Vol. 19, No. 3, July 2001

Asch, Beth, John Warner "Themes in Defence Manpower Economics and Challenges for the Future," *Defence and Peace Economics*, 2000

Asch, Beth, John Warner "Should We Bring Back the Draft?" OP-ED essay, *Los Angeles Times*, August 16, 1999, page B5

Asch, Beth, John Warner "Incentive Systems: Theory and Evidence," in *Handbook of Human Resource Management*, David Lewin, Daniel Mitchell, and Mahmood Zaidi (eds.) Stamford CT: JAI Press, 1996, Beth Asch, John Warner

Warner, John, Beth Asch "The Economic Theory of a Military Draft Reconsidered," *Defense and Peace Economics*, 1996

Asch, Beth, John Warner "Should the Military Retirement System Be Reformed?" in *A Military of Volunteers: Yesterday, Today and Tomorrow*, Roger Little and Eric Fredland (eds.), Brassey's Inc, 1996

Warner, John, Beth Asch "The Economics of Defense Manpower," in *Handbook of Defense Economics*, Keith Hartley and Todd Sandler (eds.), North Holland Press, 1995

Asch, Beth "Do Incentives Matter? The Case of Navy Recruiters," *Industrial and Labor Relations Review*, February 1990, Vol. 43, No. 3, pp 89S-107S

Lazear, Edward, Beth Asch "A Comparison of Public and Private Pension Plans", *American Enterprise Institute*, 1983

Working and Conference Papers

Mattock, Michael and Beth Asch, "The Dynamic Retention Model: Theory, Estimates, Innovations, and Extensions," RAND, DRR-A2581-1, 2023.

Asch, Beth, Michael Mattock, Avery Calkins, Michael Linick, Lawrence Hanser, Gary Briggs, Samuel Absher, Barbara Bicksler, "Towards Estimating the Effects of Army Talent Management Initiatives on the Officer Corps," RAND, DRR-A2243-1, 2022.

Asch, Beth, David Knapp, Michael Mattock, "The Effects of Public Sector Retirement Plan Reform on Workforce Retention: Evidence from Teachers in Three States," RAND Working Paper, WR-A816-2, 2022.

David Knapp, Beth Asch, Michael Mattock, "Public Employee Retention Responses to Alternative Pension Design," RAND Working Paper, WR-A816-1, cleared for public release, 2021.

Asch, Beth, Jennie Wenger, and Troy Smith, *The Military Accessions Vital to the National Interest (MAVNI) Program: Army Performance, Cost, Potential Pool for Recruiting, and Security Risk*, RAND, RR-1976-A, 2017, not cleared for public release.

Asch, Beth Michael Mattock, James Hosek, *A Single Allowance to Compensate for Cost-of-Living Differences for Military Members: A Proof-of-Concept Analysis*, RAND, RR-502-OSD, 2015, not cleared for public release.

Knapp, David, Beth Asch, James Hosek, Michael Mattock, "The Retirement and Social Security Benefit Claiming of U.S. Military Retirees," Ann Arbor, MI, University of Michigan Retirement Research Center (MRRC) Working Paper, WP 2015-336, 2015

Asch, Beth, "Recruiting and Retention in the United States Military," Paper presented at to the CERISciences Po Conference on "Who Will Fight? Issues, Challenges, and Solutions for Military Recruitment," Paris, France, June 25, 2010.

Asch, Beth, Heather Krull, Dina Levy, *Language Usage, Proficiency, Promotion Tempo and Reenlistment: An Assessment of the Career Tracks of Enlisted Military Intelligence Language Personnel*, Santa Monica, CA: RAND, MG-859-OSD, 2009, not cleared for public release.

Asch, Beth and Paul Heaton, "Monopsony and Labor Supply in the Army and Navy," paper prepared for the Monopsony Conference held at Sundance, Utah, October 24,-25, 2008. Working Paper #537, Industrial Relations Section, Princeton University, December 2008

Asch, Beth, "Workforce Management: The Civil Service Example" Paper prepared for the conference "Social Science Perspectives on Workforce Policy: Opportunities to Inform Public Health Workforce Policy," Center for Disease Control, Atlanta, GA, August 2008.

Asch, Beth, John Warner, James Miller "Economic Considerations in the Decision to End Conscription: What Can Israel Learn from the U.S.?" Paper prepared for the conference "The Decline of Citizen Armies in Democratic States," Begin-Sadat Center for Strategic Studies, Tel Aviv, Israel, June 2008.

Asch, Beth, "Report of the Sub-Committee on Quality of Life: Defense Advisory Committee on Military Compensation" Sub Committee Members Mr. Joseph Jannotta, GEN (ret.) Lester Lyles, Consultant: Santa Monica CA: RAND, 2005

Asch, Beth "Reforming Military Retirement for Greater Personnel Management Flexibility: Input to the Integrated Product Team (IPT) #4 of the Quadrennial Defense Review)," Santa Monica CA: RAND, PM-1868-OSD, 2005

Asch, Beth, Steven Haider, and Julie Zissimopoulos "The Retirement Behavior of Federal Civil Service Workers," Working Paper, Michigan Retirement Research Consortium Conference, Washington, D.C., May 2002

Asch, Beth, C. Christine Fair, "RAND Assessment of Recent Montgomery GI Bill Proposals: Input for the Office of the Secretary of Defense," PM-1024-OSD, Santa Monica, CA: RAND, 2000

PROFESSIONAL ACTIVITIES

Referee: Review of Economics and Statistics, Journal of Human Resource, Journal of Labor Economics, Journal of Health Economics, Berkeley Electronic J. of Economic Analysis & Policy, Industrial Labor Relations Review, Armed Force and Society, Population Bulletin, International Migration Review

Expert Panel Member, Review of the Veterans' Supplement to the Current Population Survey, 2019
Committee member, Naval Studies Board Committee on Manpower and Personnel Needs for a Transformed Force, 2007

Academic Advisory Board Member, Partnership for Public Service, Washington, D.C., 2003-present
Staff research support, Military Compensation and Retirement Modernization Commission, 2013-2014
Reviewer for National Research Council Report on Science and Technology Workforce in the Navy
Staff research support, 14th Quadrennial Review of Military Compensation, 2022-
Staff research support, 13th Quadrennial Review of Military Compensation, 2018-2021
Staff research support, 11th Quadrennial Review of Military Compensation, 2010-2012
Staff research support, 10th Quadrennial Review of Military Compensation, 2006-2008
Staff research support, Defense Advisory Committee on Military Compensation, 2005-2006
Staff research support, 9th Quadrennial Review of Military Compensation, 1998-2002
Staff research support, 7th Quadrennial Review of Military Compensation, 1990-1992

AWARDS

RAND, "Silver Medal" Merit Award, 2022
RAND "Gold Medal" Merit Award, 2014
RAND "Silver Medal" Merit Award, 2011
RAND "Gold Medal" Merit Award, 2002
RAND "President's Award," 1998
Department of Labor Dissertation Grant, 1982
Phi Beta Kappa, 1979

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